



Commission for Gender Equality
A society free from gender oppression and inequality

**PRESENTATION TO PORTFOLIO COMMITTEE
ON WOMEN YOUTH & PERSONS WITH
DISABILITY**

Commission for Gender Equality

Strategy 2019 – 2024

Annual Performance Plan 2019-2020



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OVERVIEW

- CGE vision, mission and values
- Mandate
- Organisational structure
- Strategic objectives and sub-strategies
- Discussion on principles underpinning strategic direction and APP
- Implications for implementation of strategic plan and APP
- Programmes for 2019/2020
- Roles of oversight committees



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OUR VISION

A society free from all forms of gender oppression and inequality

OUR MISSION

To promote, protect, monitor and evaluate gender equality through

- research
- public education
- policy development
- legislative initiatives
- litigation



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OUR VALUES

TEAMWORK	Support and work in collaboration with our colleagues, state organs and civil society to maximize the attainment of objectives
PROFESSIONALISM	Timeously execute responsibilities, with utmost care and diligence, responsive to the society we serve
ETHICAL BEHAVIOUR	High standards of ✓ Trustworthiness & honesty ✓ Respect and empathy ✓ Integrity
INDEPENDENCE	Impartially perform duties without fear or favour mindful of independence of our office
ACCOUNTABILITY	Always give an account of actions and decisions



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OUR MANDATE

According to the Commission on Gender Equality Act (No. 39 of 1996):

CGE **must:**

a. Monitor, evaluate and make recommendations, on

- policies and practices of organs of state, statutory bodies and functionaries, public bodies or private businesses, to promote gender equality.
- any existing law, including indigenous law and practices.
- government's compliance with international conventions with respect to gender equality.

b. Propose/recommend

- new law that may impact on gender equality or the status of women.



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OUR MANDATE - 2

c. Develop, conduct or manage

- Educational strategies and programmes that foster understanding about gender equality and the role of the CGE

d. Investigate and resolve conflicts

- On gender matters and complaints, through mediation, conciliation and negotiation, or referral to other institutions

e. Liaise and interact

- With institutions, bodies or authorities with similar objectives to the Commission.
- With any organisation which actively promotes gender equality and other sectors of civil society to further the objects of the Commission



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OUR MANDATE - 3

f. Prepare and submit reports.

- To Parliament on aspects relating to gender equality;

In addition, the CGE **may**:

- Conduct or order research to be conducted;
- Consider recommendations, suggestions and requests from any source.

Comment on the mandate.

It is important, in implementing the strategic direction for the CGE, to clearly articulate how the institution sees itself delivering on this fairly broad mandate.

There has been debate about whether the mandate is simply too broad for the CGE to fulfil, or whether its wide scope provides sufficient space for the CGE to act strategically in combating gender discrimination.



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THEMATIC AREARS

- Gender & Substantive Equality
- Gender Based Violence
- Women's Economic Empowerment
- Gender & Health
- Culture Tradition & Religion
- NGM



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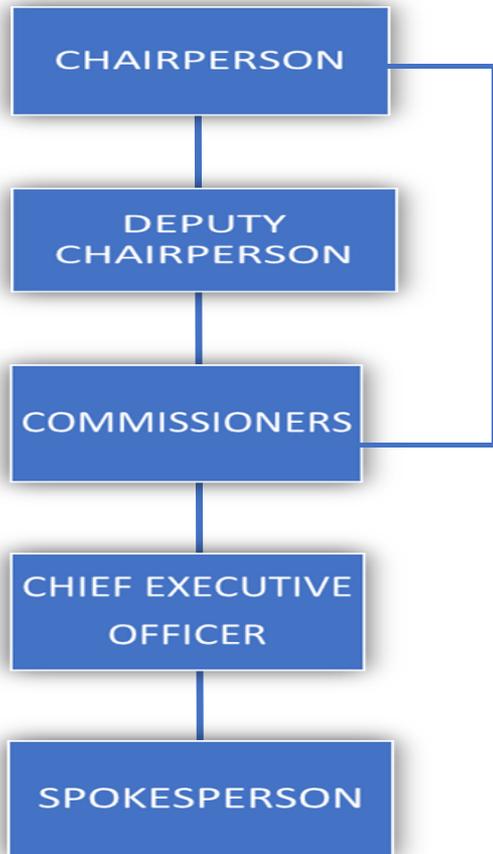
OVERSIGHT COMMITTEES

Governance Oversight Committees by Commissioners

- Legal and Complaints
- Research and Education
- Strategic Planning, Annual Report and M&E
- Human Resources and Remuneration
- Audit and Risk
- Finance & Administration
- Information Technology and Communications
- Good Governance and Social Ethics



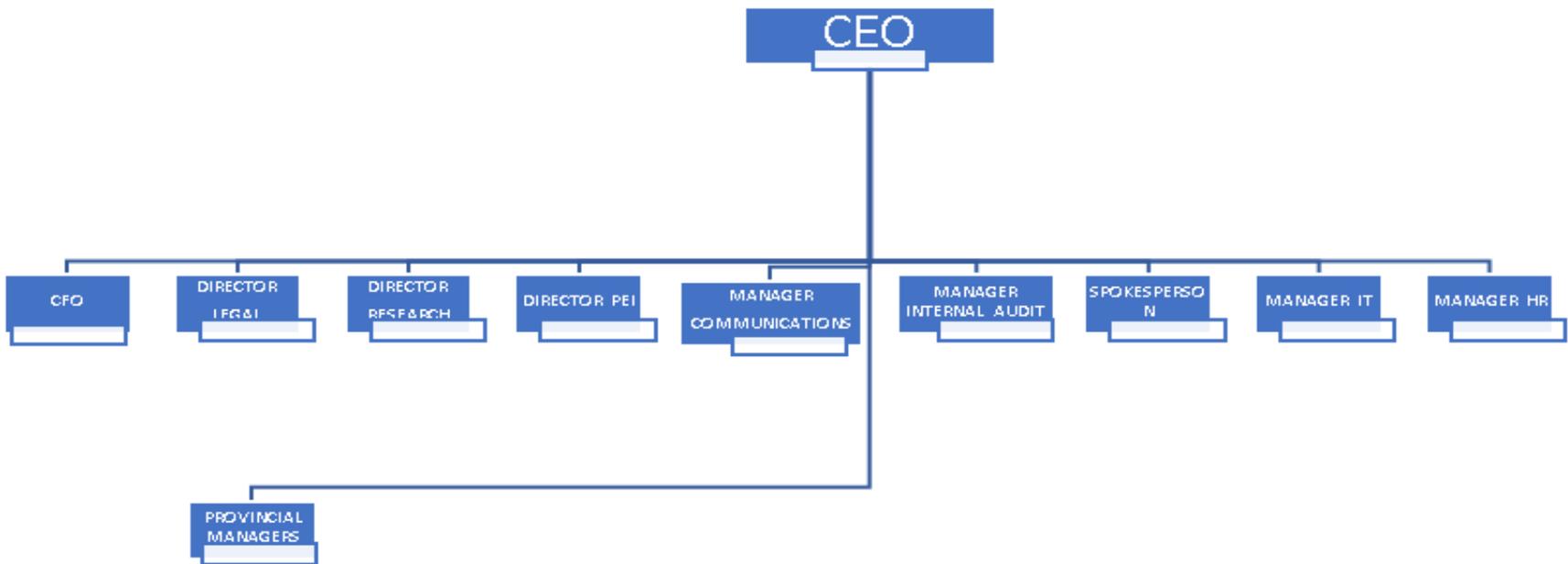
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Organisational Structure

Functions

- **Four line functions**
 - Legal services
 - PLU
 - Policy & Research
 - Public Education and Information
- **Support**
 - Finance
 - HR
 - ICT
 - Communications

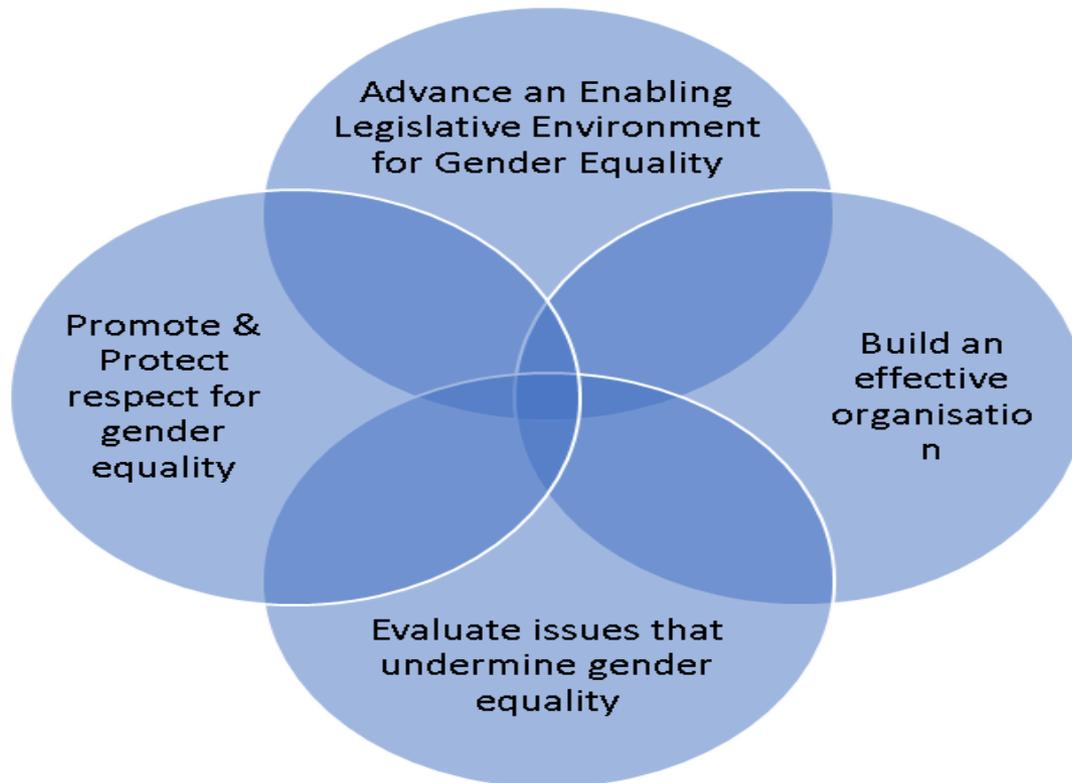
• Reach and breadth

- **Nine (9) Provincial offices**
 - 5 officials at each province
 - 2 x line function officers
 - 3 x support and administration staff
- **Head office**
 - CEO
 - Support and Line functions
- **Total employees average 100 overall**



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OUR STRATEGIC PLAN: 4 STRATEGIC OBJECTIVES





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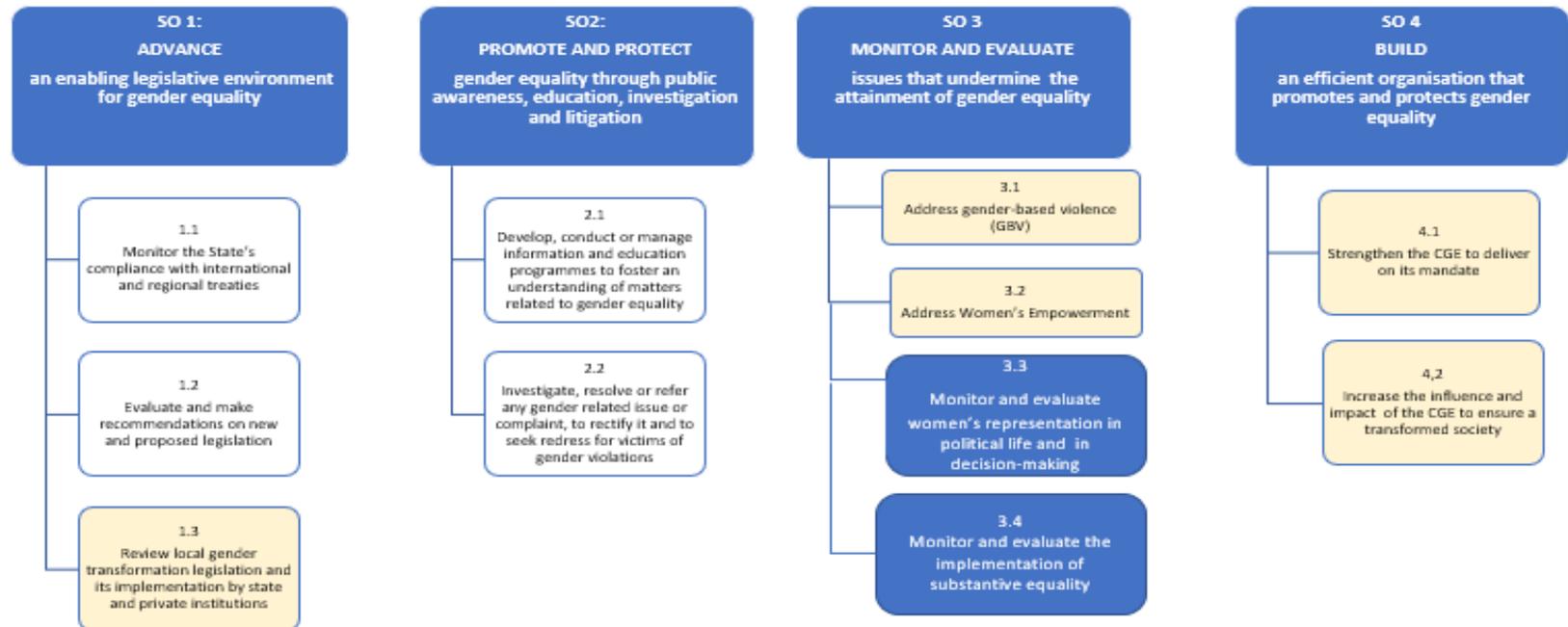
OUR STRATEGIC PLAN: 4 STRATEGIC OBJECTIVES and 11 SUB-STRATEGIES

Vision:

A society free from all forms of gender oppression and inequality

Mission:

To promote, protect, monitor and evaluate gender equality through research, public education, policy development, legislative initiatives and litigation.





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COMMENT ON THE NEW 5-YEAR STRATEGIC PLAN

The Strategic plan has been simplified for publication, and on the surface it looks like “business as usual”.

However, the much more detailed conversations and recommendations that arose from the strategic planning sessions undertaken by Commissioners, as well as the findings of the HSRC 20 year review, will lead to some significant differences in the approach to implementation:

- The Strategic Plan is based on a “catalyst” model, rather than an implementer model, and seems to presuppose a fair degree of centralisation.
- There is reliance on the establishment of strategic partnerships to ensure delivery of programmes.
- Much more proactive and independent stances will be required from the institution
- There is an assumption of strong cooperation and coordination across departments within the CGE itself.
- There is also an assumption that support mechanisms within the CGE are in place and effective.
- Resourcing and reputation/image of CGE must be kept in mind at all times.



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CGE AS A CATALYST ORGANISATION

Catalyst

- Causes things to happen
- Precipitates activity from others

There is a fundamental shift in approach if the CGE is a catalyst organisation, rather than an implementer. This is important for the following reasons:

- It provides clarity about the role of the CGE.
- It recognises that an organisation of fewer than 100 employees, many of them in administrative positions, and with a limited budget, cannot physically reach every corner of South Africa.
- It recognises the Constitutional mandate to liaise with other institutions in the gender environment. (HSRC Review found that this aspect has been lacking in the past).
- It recognises the powers of the CGE in terms of the CGE Act and the Constitution
- It further elevates the CGE from the perception of being an NGO. **The primary function of a Chapter 9 institution is to support constitutional democracy.** The role of the CGE is to be a bridge between civil society and government.



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SOME COMMENTS FROM THE HSRC REVIEW:

“The Commission is not big enough or well-resourced enough and was never going to be able to perform a frontline service function ... the idea that the Commission itself should in some way become an advice office is something that can and should be done at a community level by community-based paralegals.”

“.... it also reflects a lack of understanding of the CGE’s role, as the underlying expectation is that the CGE would address the service deficits experienced that are characteristic of the current dispensation. This would not be a direct role of the CGE, but rather that of line function departments.”

“More importantly it was argued that the CGE should proactively seek to strengthen existing institutions in the public sector and civil society to deal with day-to-day complaints from the public in order to allow it to focus on more strategic-level legal interventions.”



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There is greater recognition of the independent role of the CGE

The new Strategic Plan recognises the independence of the CGE, and the need for the CGE to be more proactive in its engagements with Parliament – being the provider of strategic insight and recommendations, rather than just passive reporting

Some comments from the Strat Plan and HSRC Reviews (2017 and 2007):

- *(Need to undertake) engagements with leaders in the executive arm of government, including the State President, Parliament and legislatures across all spheres of government, as provided under the CGE Act (s 16)*
- *“.....CGE research fed into its advisory role to Parliament and, based on its research function, it was able to advise Parliament on areas that needed changes in the law.” (pg 125 HSRC Review 2017)*
- *“The general point is that Chapter 9 institutions are in a privileged position to help develop and deepen the culture of human rights in South Africa.” (2007)*

The strategic plan should take into account what this “privileged position” allows – and expects – the CGE to do that is different from what can be done by other institutions. The question might be asked, **“What is it that the CGE, and only the CGE, can do?”**



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It therefore forces a shift in activity of the CGE APP towards

- Being the central provider of key information, educational material, legal opinion, research.
- Establishing or leveraging partnerships and collaboration with civil society and government organisations to actually deliver the material (eg through CGE running training programmes for NGO's, municipalities, NGM entities, etc, who will then apply this learning in their areas of influence, including remote rural areas) = **catalyst role**
- Providing information directly to the public via electronic means – continuing with traditional channels such as radio, print, etc, but extending this to social media (Facebook, Twitter, etc) and other digital methodologies (eg webinars, SMS, help line, etc).
- Cooperation across departments within the CGE.



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This shift mitigates the risk of the CGE not being able to fulfil its mandate

Principles underlying the activities in the Strategic plan include:

- Formalized partnerships and collaborations as well as the use of powers expanded from the CGE Act, the Constitution and new developments in jurisprudence.
- Collaboration with multiple stakeholders with complementary capabilities to leverage the effectiveness in delivery of services.
- Heightened and focused awareness, training and education regarding the mandate of the CGE to the broader South African public, including stakeholders in the decision-making areas.
- Stimulating the stakeholders to revive the function of the National Gender Machinery and the National Strategy on Gender-Based Violence to improve integration and coherence of approach.



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Some of the new approach is indicated in the Strategic Plan and the APP:

- i. We will focus on 2 themes to ensure that the work done during 2018/19 has impact
 - i. Gender Based Violence
 - ii. Women Empowerment
 - iii. National Gender Policy Framework

- ii. We will extend our reach through
 - i. Liaising and interacting with like-minded organisations.
 - ii. Adding social media and other electronic communication technologies to our current radio and print approaches
 - iii. Giving attention to our Knowledge Management systems to ensure easy access to material (Sharepoint and document control)

- iii. We will proactively engage Parliament to strengthen policy and legislation that advances gender equality



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Legislative & Policy Framework informing the Commission's programmes

Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA)

The purpose of Act 4 of 2000, PEPUDA, is to give effect to section 9 read with item 23 (1) of schedule 6 to the Constitution of the Republic of South Africa, 1996, so as:

- To prevent and prohibit unfair discrimination and harassment;
- To promote equality and eliminate unfair discrimination;
- To prevent and prohibit hate speech, and
- To provide for matters related therewith.

Policy mandates

In implementing its mandate, the Commission takes into consideration the following policy mandates,

- National Development Plan (NDP) - Vision 2030
- New Growth Path 2011
- South Africa's National Policy Framework for Women's Empowerment and Gender Equality (2000)



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Legislative Framework informing the Commission's programmes

- **The Beijing Declaration and Platform for Action (BPFA)**
 - The basis for implementing gender mainstreaming
- **CEDAW**
 - Gender equality and the elimination of all forms of discrimination
- **Sustainable Development Goals (SDGs) and 169 targets.**
 - Goal 5 (Achieve gender equality and empower all women and girls)
 - Goal 3 (Living healthy lives and wellbeing)
- **AU Agenda 2063**
 - To catalyse development and strengthen African integration and unity.



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SDG Goal 5: Achieve gender equality and empower all women and girls

- 5.1 End all forms of discrimination against all women and girls everywhere
- 5.2 **Eliminate all forms of violence against all women and girls** in the public and private spheres, including trafficking and sexual and other types of exploitation
- 5.3 **Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation**
- 5.4 Recognize and value unpaid and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- 5.5 Ensure women's **full and effective participation and equal opportunities** for leadership at all levels of **decision-making in political**, economic and public life



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SDG Goal 5: Achieve gender equality and empower all women and girls

5.6 **Ensure universal access to sexual and reproductive health and reproductive rights** as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.7 **Undertake reforms to give women equal rights to economic resources**, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.8 Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.9 Adopt and strengthen sound **policies and enforceable legislation** for the promotion of gender equality and the empowerment of all women and girls at all levels



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Key programmes that will feed into the themes of Women Empowerment & GBV& NGPF

1. CEDAW & Beijing

2. SDGs

Goal 5 – equality and empowerment and relevant Goals for VNR

**3. ACHPR
Maputo Protocol**

**4. Gender
Mainstreaming**

**5. Status Report on
GBV**

**6. Sexual
Harassment Guide**

**7. High Level
Discussion – IPV Cases**

**8. Transformation in
TVET Colleges**



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Key programmes that will feed into the themes of Women Empowerment & GBV and NGPF

10. Transformation Hearings -Public and Private Sector

11. Follow – up on Recommendations previous years Reports

12. Shelters

13. A status report on the country's response to addressing and combatting GBV.

14. Assessment of country's programmes on Women's Economic Empowerment

13. Elections report



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Other programmes

14. Submissions on new and existing legislation

16. Legal and outreach clinics

19. Media campaigns

15. Policy dialogues

17. Complaints handling & Litigation

18. PEI programmes

20. Organisational competency

- Performance
- Behaviours to represent CGE values
 - Teamwork
 - Professionalism



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Thank you for your time

HAVE A GENDER RELATED COMPLAINT ?????

REPORT IT TO

0800 007 709
Twitter Handle @CGE_ZA